

FLINTSHIRE COUNTY COUNCIL

Workforce Information Report

Period Up To : 31/12/2013

Headcount Summary By Directorate

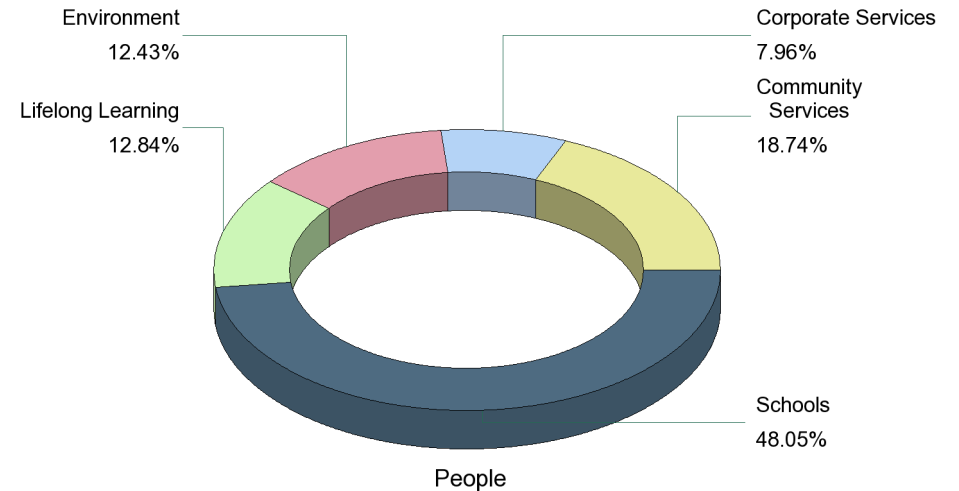
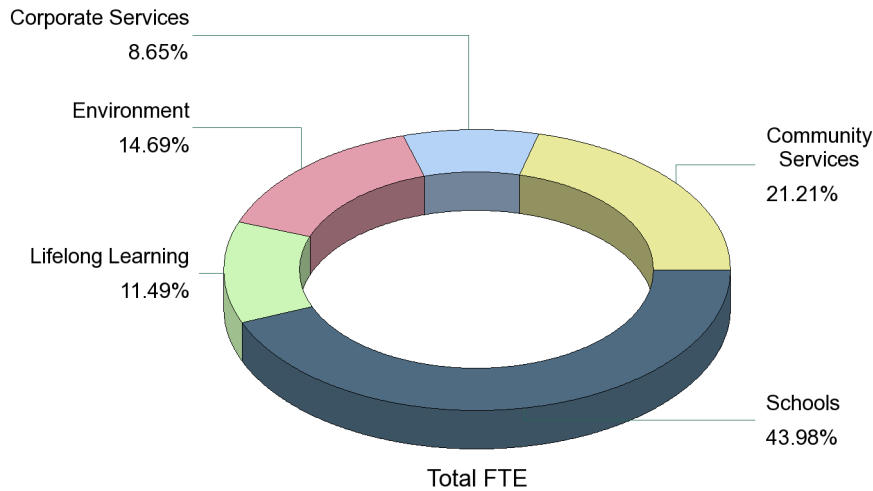
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Last Refreshed On : 12/02/2014

Flintshire County Council Actual Total Headcount : 7,176

The FCC Actual Total Headcount will usually be lower than the Directorate people headcount. This is because of individuals with more than one position in more than one Directorate. For further details please refer to question two on the Frequently Asked Questions sheet.

Directorate	HEADCOUNT			POSITION TYPE					POSITION BASIS				
	Total FTE	People	Positions	Permanent	Relief	Temporary Fixed Term	Seasonal Fixed Term	* Via Managed Agency Service	Full Time	Full Time Term Time	Part Time	Part Time Term Time	No Basis
Community Services	1170	1,366	1,447	1,250	0	197	0	32	897	0	548	2	
Corporate Services	477	580	608	500	0	105	1	14	396	5	169	0	38
Environment	811	906	943	827	0	115	1	69	755	1	177	10	
Lifelong Learning	634	936	1,071	936	0	133	2	0	368	7	638	52	6
Schools	2427	3,503	4,185	3,877	0	308	0	0	1,287	93	1,177	1,624	4
Sum:	5519	7,291	8,254	7,390	0	858	4	115	3,703	106	2,709	1,688	48

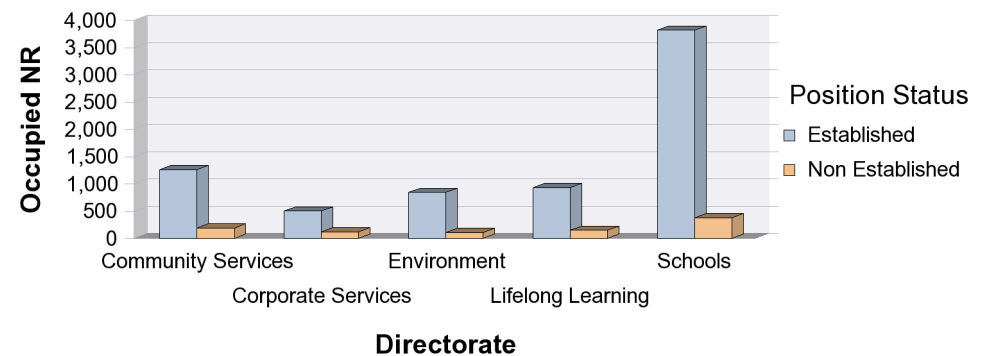
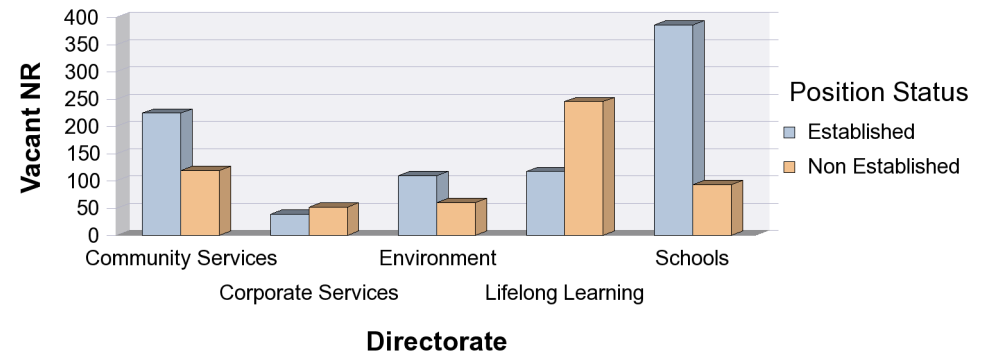
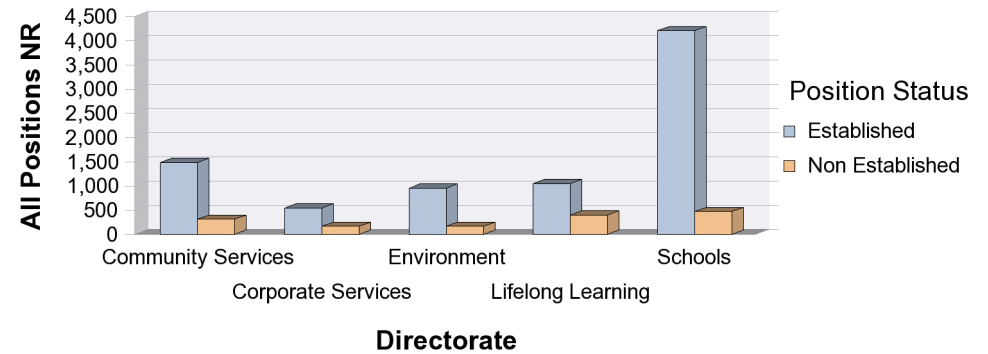


Establishment Summary Without Relief and School Supply Workers By Directorate

Data effective as at : 31/12/2013

Last Refreshed On : 12/02/2014

Directorate	Position Status	POSITIONS		
		Total	Vacant NR	Occupied NR
Community Services	Established	1,481	224	1,257
	Non Established	309	119	190
	Sum:	1,790	343	1,447
Corporate Services	Established	538	39	499
	Non Established	165	52	113
	Sum:	703	91	612
Environment	Established	948	109	839
	Non Established	164	60	104
	Sum:	1,112	169	943
Lifelong Learning	Established	1,044	117	927
	Non Established	391	245	146
	Sum:	1,435	362	1,073
Schools	Established	4,201	386	3,815
	Non Established	469	93	376
	Sum:	4,670	479	4,191
Overall Total:		9,710	1,444	8,266



Turnover Summary by Directorate

The FCC headcount and number of leavers figure(s) will usually be lower than the Directorate totals. This is due to individuals having more than one position in more than one Directorate. For further details please refer to question three on the Frequently Asked Questions sheet

Last Refreshed On : 12/02/2014

Flintshire County Council Annual Total

HC Q1 From	HC Q4 To	Head Count For Year	Leavers For Year	Turnover For Year	Stability For Year
7,121		3,560.5	502	14.10%	

Flintshire County Council Total						
Quarter 1 April to June	HC Q1 From	HC Q1 To	Q1 Average Head Count	Q1 Leavers	Q1 Turnover	Q1 Stability
	7,121	7,124	7,122.5	103	1.45%	93.73%
Directorate	HC Q1 From	HC Q1 To	Q1 Average Head Count	Q1 Leavers	Q1 Turnover	Q1 Stability
Community Services	1,345	1,352	1,348.5	23	1.71%	94.33%
Corporate Services	531	549	540	11	2.04%	91.85%
Environment	930	922	926	15	1.62%	93.74%
Lifelong Learning	940	933	936.5	8	0.85%	96.10%
Schools	3,490	3,485	3,487.5	46	1.32%	93.33%

Flintshire County Council Total						
Quarter 2 July to September	HC Q2 From	HC Q2 To	Q2 Average Head Count	Q2 Leavers	Q2 Turnover	Q2 Stability
	7,125	7,149	7,137	294	4.12%	93.62%
Directorate	HC Q2 From	HC Q2 To	Q2 Average Head Count	Q2 Leavers	Q2 Turnover	Q2 Stability
Community Services	1,350	1,363	1,356.5	27	1.99%	93.03%
Corporate Services	548	558	553	27	4.88%	91.14%
Environment	922	926	924	14	1.52%	94.70%
Lifelong Learning	926	932	929	82	8.83%	96.56%
Schools	3,496	3,485	3,490.5	145	4.15%	93.37%

Flintshire County Council Total						
Quarter 3 October to December	HC Q3 From	HC Q3 To	Q3 Average Head Count	Q3 Leavers	Q3 Turnover	Q3 Stability
	7,149	7,176	7,162.5	105	1.47%	93.78%
Directorate	HC Q3 From	HC Q3 To	Q3 Average Head Count	Q3 Leavers	Q3 Turnover	Q3 Stability
Community Services	1,362	1,366	1,364	14	1.03%	93.04%
Corporate Services	557	580	568.5	5	0.88%	91.12%
Environment	925	906	915.5	22	2.40%	96.01%
Lifelong Learning	929	936	932.5	12	1.29%	95.55%
Schools	3,490	3,503	3,496.5	53	1.52%	93.67%

Flintshire County Council Total						
Quarter 4 January to March	HC Q4 From	HC Q4 To	Q4 Average Head Count	Q4 Leavers	Q4 Turnover	Q4 Stability
				0	0%	
Directorate	HC Q4 From	HC Q4 To	Q4 Average Head Count	Q4 Leavers	Q4 Turnover	Q4 Stability
				0	0%	

Turnover Summary

Last Refreshed On : 12/02/2014

Directorate	Q1 Leavers	Q2 Leavers	Q3 Leavers	Q4 Leavers	Sum
Community Services	23	27	14	0	64
Corporate Services	11	27	5	0	43
Environment	15	14	22	0	51
Lifelong Learning	8	82	12	0	102
Schools	46	145	53	0	244
Sum:	103	295	106	0	504

Directorate	Q1 Turnover	Q2 Turnover	Q3 Turnover	Q4 Turnover
Community Services	1.71%	1.99%	1.03%	0%
Corporate Services	2.04%	4.88%	0.88%	0%
Environment	1.62%	1.52%	2.40%	0%
Lifelong Learning	0.85%	8.83%	1.29%	0%
Schools	1.32%	4.15%	1.52%	0%

Directorate	Q1 Stability	Q2 Stability	Q3 Stability	Q4 Stability
Community Services	94.33%	93.03%	93.04%	0%
Corporate Services	91.85%	91.14%	91.12%	0%
Environment	93.74%	94.70%	96.01%	0%
Lifelong Learning	96.10%	96.56%	95.55%	0%
Schools	93.33%	93.37%	93.67%	0%

Turnover Leaver Analysis

Last Refreshed On : 12/02/2014

Quarter 1

April to June		<1 Yr	<6 Mth	<5 Yrs	5 - 9 Yrs	10 - 19 Yrs	20+ Yrs	Sum:
Death In Service	Female	0	0	0	0	0	1	1
	Male	0	0	0	1	0	0	1
Dismissal	Female	0	0	1	1	0	2	4
	Male	1	0	2	0	0	2	5
End of Contract Term	Female	3	2	2	0	0	0	7
	Male	0	0	1	0	0	0	1
Left Voluntarily	Female	5	3	14	10	9	1	42
	Male	3	0	4	1	1	1	10
Retirement	Female	0	0	2	1	5	13	21
	Male	1	0	0	2	0	1	4
Transfer - Internal	Female	1	0	0	0	0	0	1
	Male	0	0	0	0	0	0	0
Transferred To Another Employer	Female	0	1	3	0	0	0	4
	Male	1	0	0	1	0	0	2
Sum:		15	6	29	17	15	21	103

Quarter 2

July to September		<1 Mth	<6 Mth	<1 Yr	<5 Yrs	5 - 9 Yrs	10 - 19 Yrs	20+ Yrs	Sum:
Death In Service	Female	0	0	0	0	1	0	0	1
	Male	0	0	0	0	0	0	0	0
Dismissal	Female	0	0	0	0	2	4	4	10
	Male	0	1	1	5	2	2	3	14
End of Contract Term	Female	0	36	9	4	1	0	0	50
	Male	0	23	3	1	0	0	0	27
Left Voluntarily	Female	3	5	13	38	18	13	3	93
	Male	4	8	2	16	6	2	3	41
Retirement	Female	0	0	0	3	3	7	19	32
	Male	0	0	0	3	2	7	6	18
Transfer - Internal	Female	0	0	0	0	0	0	0	0
	Male	0	0	0	0	0	0	0	0
Transferred To Another Employer	Female	0	0	0	1	1	0	0	2
	Male	0	1	0	4	0	1	0	6
Sum:		7	74	28	75	36	36	38	294

Turnover Leaver Analysis

Last Refreshed On : 12/02/2014

Quarter 3

October to December		<6 Mth	<1 Yr	<5 Yrs	5 - 9 Yrs	10 - 19 Yrs	20+ Yrs	Sum:
Death In Service	Female	0	0	0	0	1	0	1
	Male	0	0	0	0	0	0	0
Dismissal	Female	0	0	1	2	0	2	5
	Male	1	0	1	1	1	1	5
End of Contract Term	Female	0	1	1	0	0	0	2
	Male	2	0	0	1	0	0	3
Left Voluntarily	Female	6	3	9	9	4	1	32
	Male	3	0	8	3	4	0	18
Retirement	Female	0	0	0	2	5	10	17
	Male	0	0	1	2	6	5	14
Transfer - Internal	Female	0	0	0	0	0	0	0
	Male	0	0	0	1	0	0	1
Transferred To Another Employer	Female	0	0	0	0	0	0	0
	Male	0	3	2	1	1	0	7
Sum:		12	7	23	22	22	19	105

Quarter 4

January to March			Sum:
Death In Service	Female	0	0
	Male	0	0
Dismissal	Female	0	0
	Male	0	0
End of Contract Term	Female	0	0
	Male	0	0
Left Voluntarily	Female	0	0
	Male	0	0
Retirement	Female	0	0
	Male	0	0
Transfer - Internal	Female	0	0
	Male	0	0
Transferred To Another Employer	Female	0	0
	Male	0	0
Sum:			

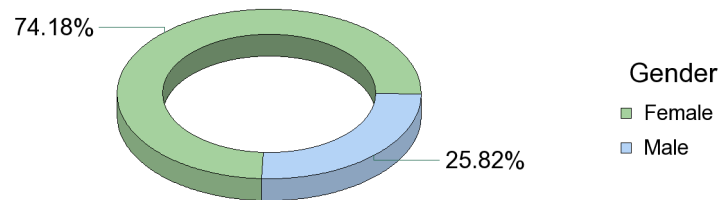
Diversity Summary

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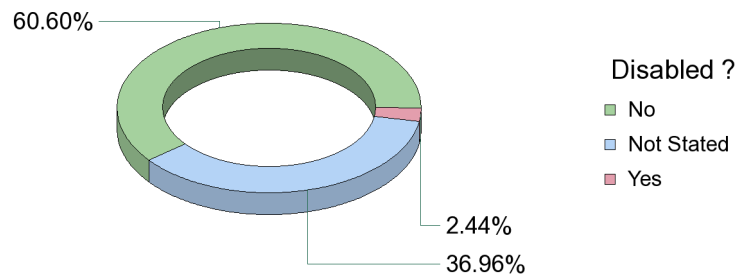
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Flintshire County Council Diversity Summary

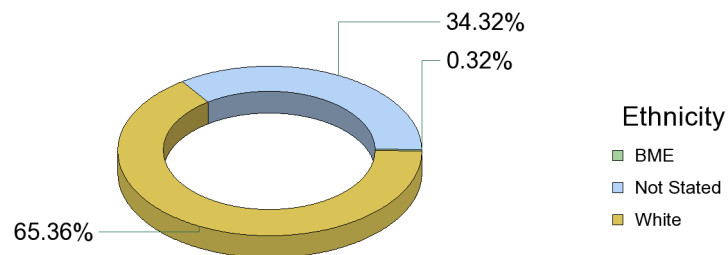
Gender	Total	%
Female	5,323	74.18%
Male	1,853	25.82%
Sum:	7,176	



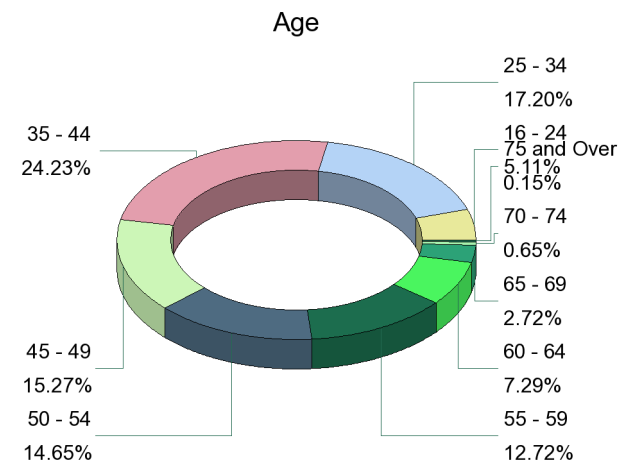
Disabled ?	Total	%
No	4,349	60.60%
Not Stated	2,652	36.96%
Yes	175	2.44%
Sum:	7,176	



Ethnicity	Total	%
BME	23	0.32%
Not Stated	2,463	34.32%
White	4,690	65.36%
Sum:	7,176	



Age	Total	%
16 - 24	367	5.11%
25 - 34	1,234	17.20%
35 - 44	1,739	24.23%
45 - 49	1,096	15.27%
50 - 54	1,051	14.65%
55 - 59	913	12.72%
60 - 64	523	7.29%
65 - 69	195	2.72%
70 - 74	47	0.65%
75 and Over	11	0.15%
Sum:	7,176	



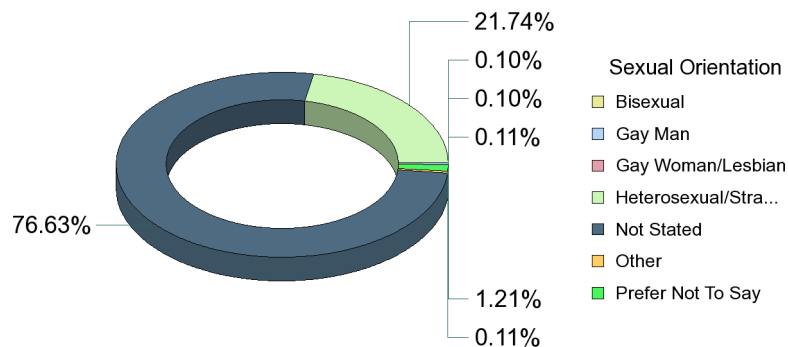
Diversity Summary

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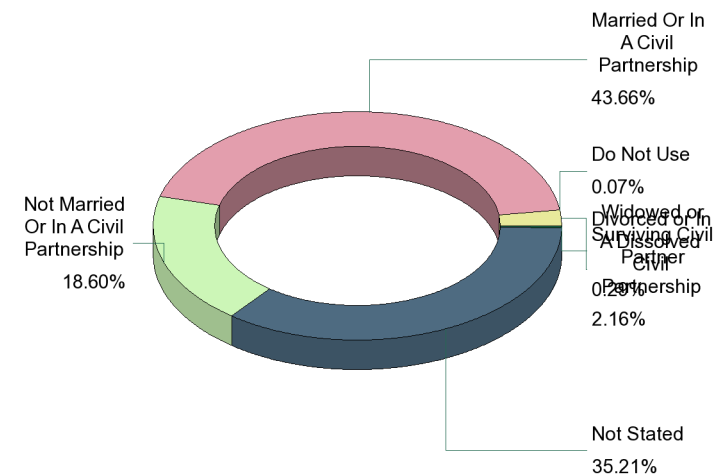
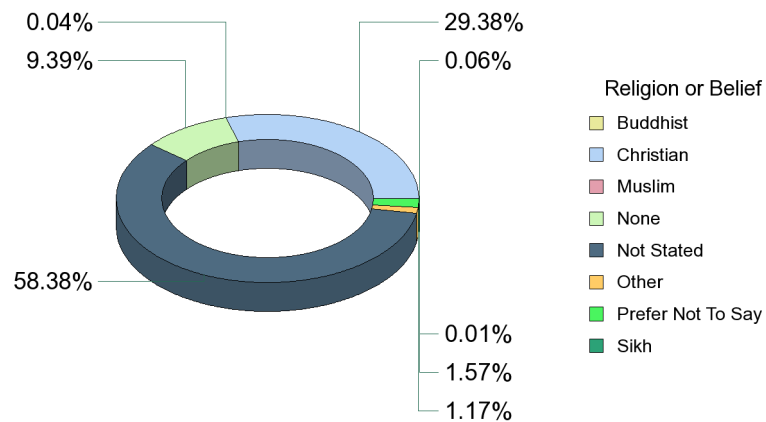
Flintshire County Council Diversity Summary Continued ...

Sexual Orientation	Total	%
Bisexual	8	0.11%
Gay Man	7	0.10%
Gay Woman/Lesbian	7	0.10%
Heterosexual/Straight	1,560	21.74%
Not Stated	5,499	76.63%
Other	8	0.11%
Prefer Not To Say	87	1.21%
Sum:	7,176	



Marital Status	Total	%
Divorced or In A Dissolved Civil Partnership	155	2.16%
Do Not Use	5	0.07%
Married Or In A Civil Partnership	3,133	43.66%
Not Married Or In A Civil Partnership	1,335	18.60%
Not Stated	2,527	35.21%
Widowed or Surviving Civil Partner	21	0.29%
Sum:	7,176	

Religion or Belief	Total	%
Buddhist	4	0.06%
Christian	2,108	29.38%
Muslim	3	0.04%
None	674	9.39%
Not Stated	4,189	58.38%
Other	84	1.17%
Prefer Not To Say	113	1.57%
Sikh	1	0.01%
Sum:	7,176	



Directorate Leaver Analysis

Last Refreshed On : 12/02/2014

Quarter 1

April to June

		<1 Yr	<6 Mth	<5 Yrs	5 - 9 Yrs	10 - 19 Yrs	20+ Yrs	Sum:
Community Services	Dismissal	0	0	1	0	0	1	2
	End of Contract Term	1	0	1	0	0	0	2
	Left Voluntarily	0	0	2	1	3	0	6
	Retirement	0	0	1	1	3	5	10
	Transferred To Another Employer	0	1	1	1	0	0	3
	Sum:	1	1	6	3	6	6	23
Corporate Services	Death In Service	0	0	0	1	0	0	1
	Dismissal	0	0	0	0	0	0	0
	End of Contract Term	0	2	2	0	0	0	4
	Left Voluntarily	0	0	1	1	0	1	3
	Retirement	0	0	0	1	0	0	1
	Transferred To Another Employer	0	0	2	0	0	0	2
Sum:	0	2	5	3	0	1	11	
Environment	Dismissal	1	0	1	0	0	1	3
	End of Contract Term	0	0	0	0	0	0	0
	Left Voluntarily	3	0	4	0	0	0	7
	Retirement	1	0	1	0	0	2	4
	Transferred To Another Employer	1	0	0	0	0	0	1
	Sum:	6	0	6	0	0	3	15
Lifelong Learning	Death In Service	0	0	0	0	0	0	0
	Dismissal	0	0	1	0	0	0	1
	End of Contract Term	0	0	0	0	0	0	0
	Left Voluntarily	0	0	2	2	1	0	5
	Retirement	0	0	0	0	0	2	2
	Sum:	0	0	3	2	1	2	8
Schools	Death In Service	0	0	0	0	0	1	1
	Dismissal	0	0	0	1	0	2	3
	End of Contract Term	2	0	0	0	0	0	2
	Left Voluntarily	5	3	9	7	6	1	31
	Retirement	0	0	0	1	2	5	8
	Transfer - Internal	1	0	0	0	0	0	1
	Transferred To Another Employer	0	0	0	0	0	0	0
Sum:	8	3	9	9	8	9	46	

Directorate Leaver Analysis

Last Refreshed On : 12/02/2014

Quarter 2

July to September

		<1 Mth	<6 Mth	<1 Yr	<5 Yrs	5 - 9 Yrs	10 - 19 Yrs	20+ Yrs	Sum:
Community Services	Dismissal	0	0	0	0	0	1	2	3
	End of Contract Term	0	1	0	1	0	0	0	2
	Left Voluntarily	0	0	0	2	5	0	1	8
	Retirement	0	0	0	0	3	2	3	8
	Transferred To Another Employer	0	1	0	3	1	1	0	6
	Sum:	0	2	0	6	9	4	6	27
Corporate Services	Death In Service	0	0	0	0	0	0	0	0
	Dismissal	0	0	0	0	0	0	1	1
	End of Contract Term	0	1	0	0	0	0	0	1
	Left Voluntarily	2	10	3	5	2	1	0	23
	Retirement	0	0	0	0	0	2	0	2
	Transferred To Another Employer	0	0	0	0	0	0	0	0
Sum:	2	11	3	5	2	3	1	27	
Environment	Dismissal	0	0	0	3	0	1	1	5
	End of Contract Term	0	0	0	1	0	0	0	1
	Left Voluntarily	0	0	0	2	2	1	0	5
	Retirement	0	0	0	0	0	1	0	1
	Transferred To Another Employer	0	0	0	2	0	0	0	2
	Sum:	0	0	0	8	2	3	1	14
Lifelong Learning	Death In Service	0	0	0	0	0	0	0	0
	Dismissal	0	0	0	2	2	1	0	5
	End of Contract Term	0	56	0	0	0	0	0	56
	Left Voluntarily	2	0	1	8	1	2	0	14
	Retirement	0	0	0	2	1	3	1	7
	Sum:	2	56	1	12	4	6	1	82
Schools	Death In Service	0	0	0	0	1	0	0	1
	Dismissal	0	1	1	0	2	3	3	10
	End of Contract Term	0	1	12	3	1	0	0	17
	Left Voluntarily	3	3	11	38	14	11	5	85
	Retirement	0	0	0	4	1	6	21	32
	Transfer - Internal	0	0	0	0	0	0	0	0
	Transferred To Another Employer	0	0	0	0	0	0	0	0
Sum:	3	5	24	45	19	20	29	145	

Directorate Leaver Analysis

Last Refreshed On : 12/02/2014

Quarter 3

October to December

		<6 Mth	<1 Yr	<5 Yrs	5 - 9 Yrs	10 - 19 Yrs	20+ Yrs	Sum:
Community Services	Dismissal	0	0	1	1	0	1	3
	End of Contract Term	0	0	0	0	0	0	0
	Left Voluntarily	0	0	2	0	0	0	2
	Retirement	0	0	0	0	4	4	8
	Transferred To Another Employer	0	1	0	0	0	0	1
	Sum:	0	1	3	1	4	5	14
Corporate Services	Death In Service	0	0	0	0	0	0	0
	Dismissal	0	0	0	0	0	1	1
	End of Contract Term	0	1	0	0	0	0	1
	Left Voluntarily	0	0	1	1	0	0	2
	Retirement	0	0	0	0	0	1	1
	Transferred To Another Employer	0	0	0	0	0	0	0
Sum:	0	1	1	1	0	2	5	
Environment	Dismissal	1	0	1	0	0	0	2
	End of Contract Term	0	0	1	0	0	0	1
	Left Voluntarily	0	0	3	1	1	0	5
	Retirement	0	0	1	3	4	1	9
	Transferred To Another Employer	0	2	1	1	1	0	5
	Sum:	1	2	7	5	6	1	22
Lifelong Learning	Death In Service	0	0	0	0	1	0	1
	Dismissal	0	0	0	0	1	0	1
	End of Contract Term	1	0	0	1	0	0	2
	Left Voluntarily	0	0	1	4	1	1	7
	Retirement	0	0	0	0	0	1	1
	Sum:	1	0	1	5	3	2	12
Schools	Death In Service	0	0	0	0	0	0	0
	Dismissal	0	0	0	2	0	1	3
	End of Contract Term	1	0	0	0	0	0	1
	Left Voluntarily	9	3	10	7	6	0	35
	Retirement	0	0	0	1	3	8	12
	Transfer - Internal	0	0	0	1	0	0	1
	Transferred To Another Employer	0	0	1	0	0	0	1
Sum:	10	3	11	11	9	9	53	

Cumulative Totals

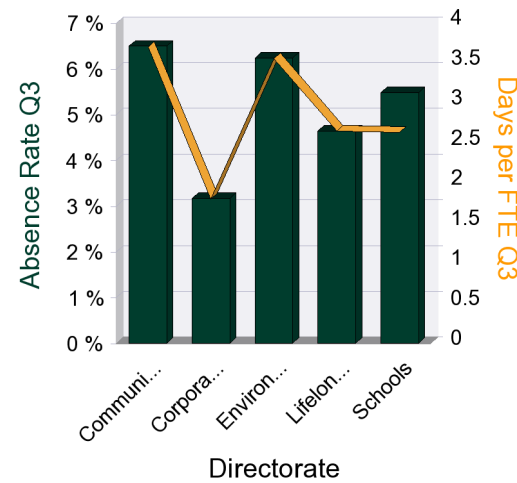
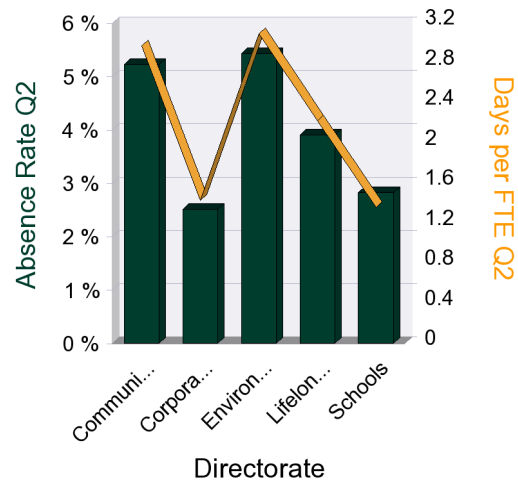
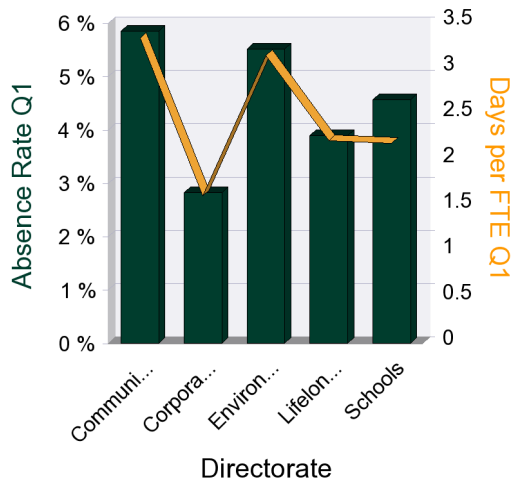
Absence Rate Summary By Directorate

Last Refreshed On : 12/02/2014

Average Days Available	FTE Days Lost	Absence Rate	Days Lost Per FTE	Target per FTE
874,978	41,365	4.73 %	10.03	9.8

This "Days lost per FTE" figure is an annual forecast figure until the final end of year report is produced.

Directorate	FTE Days Lost Q1	Average Days Available Q1	Absence Rate Q1	Days per FTE Q1	FTE Days Lost Q2	Average Days Available Q2	Absence Rate Q2	Days per FTE Q2	FTE Days Lost Q3	Average Days Available Q3	Absence Rate Q3	Days per FTE Q3	FTE Days Lost Q4	Average Days Available Q4	Absence Rate Q4	Days per FTE Q4	Days Lost Per FTE
Community Services	3,873	66,255	5.85 %	3.33	3,471	66,499	5.22 %	2.97	4,329	66,660	6.49 %	3.7	0				10.01
Corporate Services	746	26,385	2.83 %	1.61	670	26,725	2.51 %	1.43	854	27,015	3.16 %	1.8	0				4.84
Environment	2,608	47,295	5.51 %	3.14	2,562	47,189	5.43 %	3.09	2,916	46,744	6.24 %	3.56	0				9.79
Lifelong Learning	1,395	35,883	3.89 %	2.22	1,389	35,590	3.90 %	2.22	1,666	35,879	4.64 %	2.65	0				7.09
Schools	5,247	115,053	4.56 %	2.19	3,269	115,596	2.83 %	1.36	6,370	116,208	5.48 %	2.63	0				6.18
	13,869	290,872	4.77 %	2.53	11,359	291,599	3.90 %	2.07	16,136	292,507	5.52 %	2.93	0				

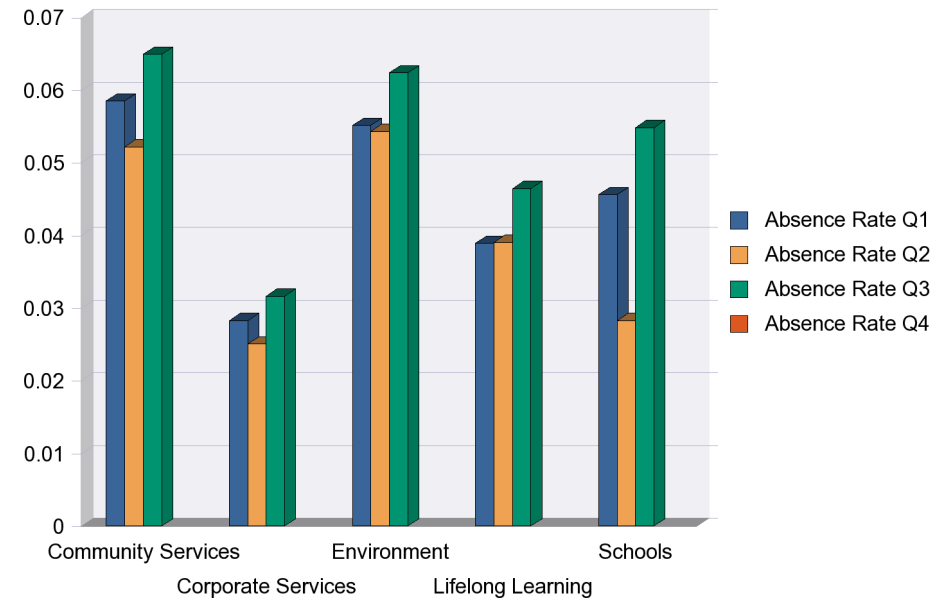
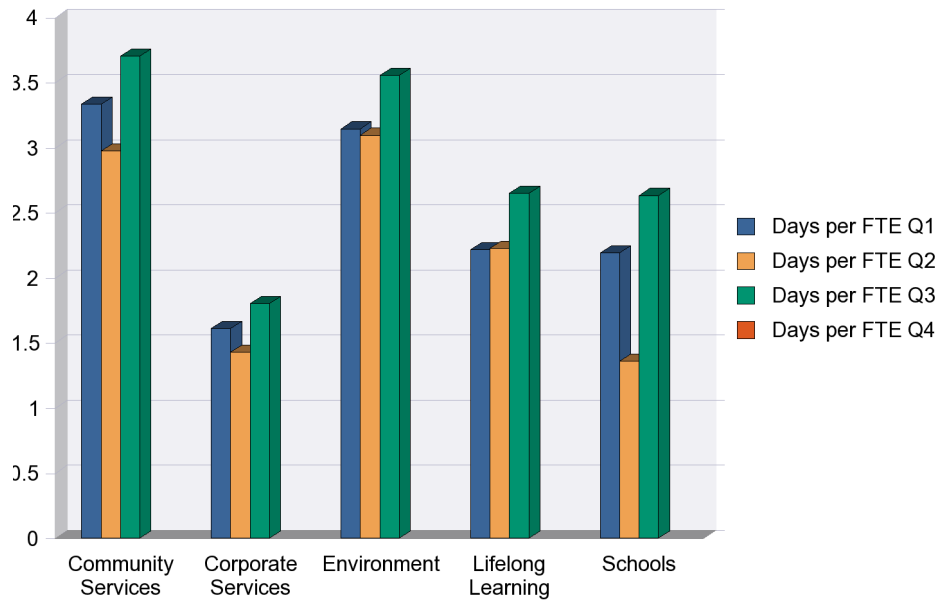


Absence Rate Summary By Directorate

Last Refreshed On : 12/02/2014

Directorate	Days per FTE Q1	Days per FTE Q2	Days per FTE Q3	Days per FTE Q4
Community Services	3.33	2.97	3.7	
Corporate Services	1.61	1.43	1.8	
Environment	3.14	3.09	3.56	
Lifelong Learning	2.22	2.22	2.65	
Schools	2.19	1.36	2.63	

Directorate	Absence Rate Q1	Absence Rate Q2	Absence Rate Q3	Absence Rate Q4
Community Services	5.85 %	5.22 %	6.49 %	
Corporate Services	2.83 %	2.51 %	3.16 %	
Environment	5.51 %	5.43 %	6.24 %	
Lifelong Learning	3.89 %	3.90 %	4.64 %	
Schools	4.56 %	2.83 %	5.48 %	



Absence Short and Long Term Summary For Quarters One and Two

Last Refreshed On : 12/02/2014

Q1 Absence Reason	Short Term	Long Term	Total
A Back Problems	224.63	251.75	476
B Other musculoskeletal	566.52	1,369.47	1936
C Stress depression; anxiety; mental health & fatigue	555.63	1,567.64	2123
D Infections	813.56	213.45	1027
DNU H Pregnancy Related	112.31	42	154
E Neurological; headaches & migraines	198.47	142.38	341
F Eye; ear; nose & mouth/dental; sinusitis	296.54	236.65	533
G Genito-urinary; menstrual problems	88.62	89	178
I Stomach; liver; kidney; digestion & vomiting	609.55	518.17	1128
J Blood; heart; circulation	68.61	143.7	212
K Chest; lungs; respiratory	230.47	324.18	555
L Other (ESC use only)	1,536.84	3,080.53	4617
	209.82	378.95	589
TOTAL	5,511.58	8,357.87	13869

Q2 Absence Reason	Short Term	Long Term	Total
A Back Problems	243.82	297	541
B Other musculoskeletal	535.57	1,035.56	1571
C Stress depression; anxiety; mental health & fatigue	379.64	1,894.99	2275
D Infections	693.61	297.19	991
DNU H Pregnancy Related	84.76	46	131
E Neurological; headaches & migraines	146.24	31.72	178
F Eye; ear; nose & mouth/dental; sinusitis	204.13	258.87	463
G Genito-urinary; menstrual problems	99.17	45	144
I Stomach; liver; kidney; digestion & vomiting	594.18	471.29	1065
J Blood; heart; circulation	84.29	90	174
K Chest; lungs; respiratory	122.21	145.17	267
L Other (ESC use only)	1,245.19	2,089.98	3335
N Diabetes; thyroid & endocrine	2.65	0	3
O Skin related disorder & burns	6	0	6
	45.14	170.11	215
TOTAL	4,486.59	6,872.87	11359

Absence Short and Long Term Summary For Quarters Three and Four

Last Refreshed On : 12/02/2014

Q3 Absence Reason	Short Term	Long Term	Total
A Back Problems	346.35	320.77	667
B Other musculoskeletal	680.99	1,265.74	1947
C Stress depression; anxiety; mental health & fatigue	623.92	2,083.06	2707
D Infections	1,628.66	691.79	2320
DNU H Pregnancy Related	26.8	0	27
E Neurological; headaches & migraines	337.37	213.6	551
F Eye; ear; nose & mouth/dental; sinusitis	367.19	334.41	702
G Genito-urinary; menstrual problems	208.8	282.17	491
I Stomach; liver; kidney; digestion & vomiting	1,118.67	1,114.76	2233
J Blood; heart; circulation	86.88	126.9	214
K Chest; lungs; respiratory	284.18	241.86	526
L Other (ESC use only)	1,076.92	2,306.32	3383
M Benign & malignant tumors; Cancers	21	86.34	107
N Diabetes; thyroid & endocrine	16.2	0	16
O Skin related disorder & burns	49.08	40.5	90
	0	154.63	155
TOTAL	6,873.02	9,262.85	16136

Q4 Absence Reason	Short Term	Long Term	Total
	0	0	0
TOTAL			